



Relator®

Relator describes your attitude toward your relationships. In simple terms, the Relator theme pulls you toward people you already know. You do not necessarily shy away from meeting new people — in fact, you may have other themes that cause you to enjoy the thrill of turning strangers into friends — but you do derive a great deal of pleasure and strength from being around your close friends. You are comfortable with intimacy. Once the initial connection has been made, you deliberately encourage a deepening of the relationship. You want to understand their feelings, their goals, their fears and their dreams, and you want them to understand yours. You know that this kind of closeness implies a certain amount of risk — you might be taken advantage of — but you are willing to accept that risk. For you, a relationship has value only if it is genuine. And the only way to know that is to entrust yourself to the other person. The more you share with each other, the more you risk together. The more you risk together, the more each of you proves your caring is genuine. These are your steps toward real friendship, and you take them willingly.

Relationship Building Domain

Leaders with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.

Leading With Relator

How does this theme present itself in leaders?

Leaders Need to Focus on the Four Needs of Followers

- How might a leader use the Relator theme to build **trust**?
- How might a leader use the Relator theme to show **compassion**?
- How might a leader use the Relator theme to provide **stability**?
- How might a leader use the Relator theme to inspire **hope**?

Relator® Theme in Action

Insights From Featured Leader

Leader's Name:

Title:

Organization:

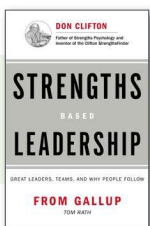
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Investing in Relator

<p>Awareness: How does this theme present itself day to day?</p>	<p>Appreciation: How does this theme add value to a leadership role?</p>	<p>Application: How could a leader maximize this theme?</p>
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Coaching Takeaways

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To learn more about using your strengths as a leader, refer to Gallup's book, **Strengths Based Leadership** at <https://www.store.gallup.com>.